

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-184993

Date Filed

September 23, 2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Desert Springs Hospital Medical Center

b. Tel. No. 864-699-1129

c. Cell No. 864-699-1129

f. Fax No. 864-699-1101

g. e-Mail
tkeim@fordharrison.com

h. Number of workers employed
200+

d. Address (Street, city, state, and ZIP code)

2075 East Flamingo Road
Las Vegas, NV 89119

e. Employer Representative

Thomas Keim, Esq.

i. Type of Establishment (factory, mine, wholesaler, etc.)
Hospital

j. Identify principal product or service
Medical Treatment and Services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the past six months, the employer has executed a unilateral change in the terms and conditions of employment of its bargaining unit employees. Despite the union's request to meet and bargain over these changes prior to implementation, the employer instead chose to unilaterally make its changes and offered to bargain after making the unilateral changes. More specifically, the employer has ceased union dues check offs from employees' payroll as of September 23, 2016 in violation of authorizations signed by those employees. By these acts, the employer has restrained and coerced employees in the exercise of their rights available under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107, CTW, CLC

4a. Address (Street and number, city, state, and ZIP code)

3785 East Sunset Road, Suite 1
Las Vegas, NV 89120

4b. Tel. No. 702-386-8849

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By


(signature of representative or person making charge)

Nathan R. Ring, Esq., Attorney for SEIU
(Print/type name and title or office, if any)

Tel. No. 702-968-8087

Office, if any, Cell No.

Fax No. 702-968-8088

e-Mail
ning@theurbanlawfirm.com

Address 4270 S. Decatur Blvd., Suite A-9, Las Vegas, NV 89103

9/23/16
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-185013

Date Filed
September 23, 2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Valley Hospital Medical Center

b. Tel. No. 864-699-1129

c. Cell No. 864-699-1129

f. Fax No. 864-699-1101

g. e-Mail
tkeim@fordharrison.com

h. Number of workers employed
200+

d. Address (Street, city, state, and ZIP code)

620 Shadow Lane
Las Vegas, NV 89106

e. Employer Representative

Thomas Keim, Esq.

i. Type of Establishment (factory, mine, wholesaler, etc.)
Hospital

j. Identify principal product or service
Medical Treatment and Services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the past six months, the employer has executed a unilateral change in the terms and conditions of employment of its bargaining unit employees. Despite the union's request to meet and bargain over these changes prior to implementation, the employer instead chose to unilaterally make its changes and offered to bargain after making the unilateral changes. More specifically, the employer has ceased union dues check offs from employees' payroll as of September 23, 2016 in violation of authorizations signed by those employees. By these acts, the employer has restrained and coerced employees in the exercise of their rights available under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107, CTW, CLC

4a. Address (Street and number, city, state, and ZIP code)

3785 East Sunset Road, Suite 1
Las Vegas, NV 89120

4b. Tel. No. 702-386-8849

4c. Cell No.

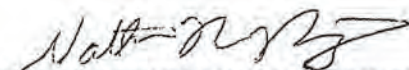
4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

Nathan R. Ring, Esq., Attorney for SEIU
(Print/type name and title or office, if any)

Tel. No. 702-968-8087

Office, if any, Cell No.

Fax No. 702-968-8088

e-Mail
ning@theurbanlawfirm.com

Address 4270 S. Decatur Blvd., Suite A-9, Las Vegas, NV 89103

9/23/16
(date)

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-189709	December 22, 2016

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Desert Springs Hospital Medical Center		b. Tel. No. (702)369-7736
		c. Cell No.
d. Address (street, city, state ZIP code) 2075 E Flamingo Rd, Las Vegas, NV 89119-5121	e. Employer Representative Wayne Cassard HR System Director	f. Fax No.
		g. e-Mail wayne.cassard@uhsinc.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Medical Treatment	k. Number of workers at dispute location 1000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards, removing postings from Union bulletin boards, and requiring employees to remove Union wristbands.

By these and other acts, the above-named Employer has restrained and coerced its employees in the exercise of rights guaranteed to them under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employee International Union Local 1107

4a. Address (street and number, city, state, and ZIP code)

2250 S Rancho Dr, Ste 165, Las Vegas, NV 89102-4456

4b. Tel. No.

(702)423-3820

4c. Cell No.

4d. Fax No.

(702)386-4883

4e. e-Mail

byarwood@seiunv.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(702)423-3820

Office, if any, Cell No.

By:

Bruce Allen Yarwood

Bruce Allen Yarwood Contract Representative

(signature of representative for person making charge)

Print Name and Title

Fax No.

(702)386-4883

Address: 2250 S Rancho Dr, Ste 165, Las Vegas, NV 89102-4456

Date:

12/22/2016

e-Mail

byarwood@seiunv.org

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case

Date Filed

28-CA-189709

January 6, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

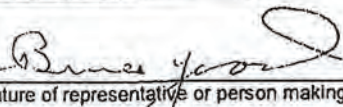
a. Name of Employer Desert Springs Hospital Medical Center		b. Tel. No. (702)369-7736
		c. Cell No.
d. Address (street, city, state ZIP code) 2075 E Flamingo Rd, Las Vegas, NV 89119-5121	e. Employer Representative Thomas H. Keim, Jr. Attorney at Law	f. Fax No.
		g. e-Mail tkeim@fordharrison.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Medical Treatment	k. Number of workers at dispute location 1000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards and removing postings from Union bulletin boards.

By these and other acts, the above-named Employer has restrained and coerced its employees in the exercise of rights guaranteed to them under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employee International Union Local 1107	
4a. Address (street and number, city, state, and ZIP code) 2250 S Rancho Dr, Ste 165, Las Vegas, NV 89102-4456	4b. Tel. No. (702)423-3820
	4c. Cell No.
	4d. Fax No. (702)386-4883
	4e. e-Mail byarwood@seiunv.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No. (702)423-3820
By:  (signature of representative or person making charge)	Office, if any, Cell No.
Bruce Allen Yarwood Contract Representative Print Name and Title	Fax No. (702)386-4883
Address: 2250 S Rancho Dr, Ste 165, Las Vegas, NV 89102-4456	e-Mail byarwood@seiunv.org
Date: 1/6/17	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-189709

Date Filed

December 12, 2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Desert Springs Hospital Medical Center		b. Tel. No. (702) 369-7736
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2075 E Flamingo Rd NV Las Vegas 89119-5121	e. Employer Representative Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1000
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Hospital	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 2 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(1) Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Brucee Allen Yarwood Title: Contract Representative
Service Employee International Union Local 1107

4a. Address (Street and number, city, state, and ZIP code)

2250 S Rancho Dr Ste 165
NV Las Vegas 89102-4456

4b. Tel. No. (702) 423-3820

4c. Cell No.

4d. Fax No. (702) 386-4883

4e. e-Mail
byarwood@seiuunv.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employee International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Bruce A Yarwood
(signature of representative or person making charge)

Brucee Allen Yarwood
Title: Contract Representative
(Print/type name and title or office, if any)

2250 S Rancho Dr Ste 165
Address Las Vegas NV 89102-4456

12/12/2016 16:27:46
(date)

Tel. No.
(702) 423-3820

Office, if any, Cell No.

Fax No. (702) 386-4883

e-Mail
byarwood@seiuunv.org

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PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(2)

Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**SECOND AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

28-CA-189730

January 6, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (702)369-7736
		c. Cell No.
d. Address (street, city, state ZIP code) 620 Shadow Lane, Las Vegas, NV 89106-4194	e. Employer Representative Thomas H. Keim, Jr. Attorney at Law	f. Fax No. (702)369-7818
		g. e-Mail tkeim@fordharrison.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Medical Treatment	k. Number of workers at dispute location 1000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards and removing postings from Union bulletin boards.

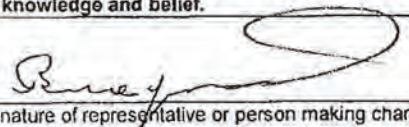
By these and other acts, the above-named Employer has restrained and coerced its employees in the exercise of rights guaranteed to them under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employee International Union Local 1107

4a. Address (street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165, Las Vegas, NV 89102-4456	4b. Tel. No. (702)423-3820
	4c. Cell No.
	4d. Fax No. (702)386-4883
	4e. e-Mail byarwood@seiunv.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (702)423-3820
By:  (signature of representative or person making charge)		Office, if any, Cell No.
Bruce Allen Yarwood Contract Representative Print Name and Title		Fax No. (702)386-4883
Address: 2250 South Rancho Drive, Suite 165, Las Vegas, NV 89102-4456		e-Mail byarwood@seiunv.org
Date: 1/6/17		

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-189730

Date Filed

December 12, 2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (702) 369-7736
		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 620 Shadow Ln NV Las Vegas 89106-4194	e. Employer Representative Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1000
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Hospital	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 2 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(1) Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Bruce Allen Yarwood Title: Contract Representative
Service Employee International Union Local 1107

4a. Address (Street and number, city, state, and ZIP code)

2250 S Rancho Dr Ste 165
NV Las Vegas 89102-4456

4b. Tel. No.
(702) 423-3820

4c. Cell No.

4d. Fax No.
(702) 386-88494e. e-Mail
byarwood@seiuunv.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employee International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Bruce A. Yarwood
(signature of representative or person making charge)

Bruce Allen Yarwood
Title: Contract Representative
(Print/type name and title or office, if any)

2250 S Rancho Dr Ste 165
Address Las Vegas NV 89102-4456

12/12/2016 16:37:31
(date)

Tel. No.
(702) 423-3820

Office, if any, Cell No.

Fax No.
(702) 386-8849e-Mail
byarwood@seiuunv.org

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Basis of the Charge

8(a)(2)

Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-189730	December 22, 2016

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (702)369-7736
		c. Cell No.
d. Address (street, city, state ZIP code) 620 Shadow Ln Las Vegas NV 89106	e. Employer Representative Wayne Cassard HR System Director	f. Fax No.
		g. e-Mail wayne.cassard@uhsinc.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Medical Treatment	k. Number of workers at dispute location 1000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) **and (5)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (*set forth a clear and concise statement of the facts constituting the alleged unfair labor practices*)

Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards, removing postings from Union bulletin boards, and requiring employees to remove Union wristbands.

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3. Full name of party filing charge (*if labor organization, give full name, including local name and number*)

Service Employee International Union Local 1107

4a. Address (street and number, city, state, and ZIP code) 2250 S Rancho Dr, Ste 165, Las Vegas, NV 89102-4456	4b. Tel. No. (702)423-3820
	4c. Cell No.
	4d. Fax No. (702)386-4883
	4e. e-Mail byarwood@seiunv.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (*to be filled in when charge is filed by a labor organization*)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: Bruce Allen Yarwood Contract Representative		Tel. No. (702)423-3820
(signature of representative or person making charge)		Office, if any, Cell No.
Print Name and Title		Fax No. (702)386-4883
Date:		e-Mail byarwood@seiunv.org
Address: 2250 S Rancho Dr, Ste 165, Las Vegas, NV 89102-4456		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case
28-CA-192354

Date Filed
February 2, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (702) 369-7736
		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by unilaterally changing the terms and conditions of access to the hospital by union representatives.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

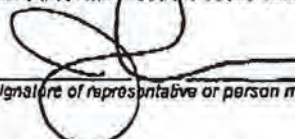
Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	4b. Tel. No. 702-920-5900
	4c. Cell No.
	4d. Fax No. 702-386-4883
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  (Signature of representative or person making charge)	Jonathan Cohen (Print type name and title or office, if any)	Tel. No. (626) 796-7555
		Office, if any, Cell No.
		Fax No. (626) 577-0124
		e-Mail jcohen@rsglabor.com
Address 510 South Marengo Avenue, Pasadena, California 91101-3115		2/1/17 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

28-CA-193581

Date Filed

February 21, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Valley Hospital Medical Center

b. Tel. No. (702) 369-7736

c. Cell No.

f. Fax No. (702) 369-7818

g. e-Mail

wayne.cassard@uhsinc.com

h. Number of workers employed
1,000

d. Address (Street, city, state, and ZIP code)

620 Shadow Lane
Las Vegas, NV 89106

e. Employer Representative

Wayne Cassard
HR System Director

i. Type of Establishment (factory, mine, wholesaler, etc.)

Hospital

j. Identify principal product or service

Health care

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by withdrawing recognition from the incumbent union without evidence that an uncoerced majority of employees in the bargaining unit no longer wished to be represented by the incumbent union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code)

2250 S. Rancho Dr. Suite 165
Las Vegas, NV 89102-4456

4b. Tel. No. 702-920-5900

4c. Cell No.

4d. Fax No. 702-386-4883

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Jonathan Cohen

(Print/type name and title or office, if any)

Tel. No.

(626) 796-7555

Office, if any, Cell No.

Fax No. (626) 577-0124

e-Mail

jcohen@rsglabor.com

Rothner, Segall & Greenstone

2/21/17

Address 510 South Marengo Avenue, Pasadena, California 91101-3115

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

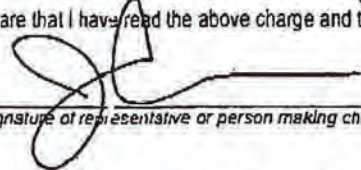
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 28-CA-194185	Date Filed March 2, 2017
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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center	b. Tel. No. (702) 369-7736
	c. Cell No.
	f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Wayne Cassard HR System Director
	g. e-Mail wayne.cassard@uhsinc.com
	h. Number of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by refusing or otherwise failing to provide the charging party with necessary and relevant information - the names and contact information of bargaining unit employees - in a reasonably prompt manner.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, Local 1107	
4a. Address (Street and number, city, state, and ZIP code) 2250 S. Rancho Dr., Suite 165. Las Vegas, NV 89102-4456	4b. Tel. No. 702-920-5900
	4c. Cell No.
	4d. Fax No. 702-386-4883
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Jonathan Cohen (Print type name and title or office, if any)
Rothner, Segall & Greenstone Address 510 South Marengo Avenue, Pasadena, California 91101-3115	3/2/17 (date)
	Tel. No. (626) 796-7555
	Office, if any, Cell No.
	Fax No. (626) 577-0124
	e-Mail jcohen@rsglabor.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 28-CA-194194 Date Filed March 2, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (702) 369-7736
		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by unilaterally changing bargaining unit members' wages, a mandatory subject of bargaining.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	4b. Tel. No. 702-920-5900
	4c. Cell No.
	4d. Fax No. 702-386-4883
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(Signature of representative or person making charge)

Jonathan Cohen

(Print/type name and title or office, if any)

Tel. No. (626) 796-7555

Office, if any, Cell No.

Fax No. (626) 577-0124

e-Mail
jcohen@rsglabor.com

Rothner, Segall & Greenstone

3/2/17

Address 510 South Marengo Avenue, Pasadena, California 91101-3115

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-194450

Date Filed

March 7, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (702) 369-7736
		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by interfering with union representatives' ability to participate in new employee orientations.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	4b. Tel. No. 702-920-5900
	4c. Cell No.
	4d. Fax No. 702-386-4883
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Jonathan Cohen

(Print/type name and title or office, if any)

Tel. No. (626) 796-7555

Office, if any, Cell No.

Fax No. (626) 577-0124

e-Mail
jcohen@rsglabor.com

Rothner, Segall & Greenstone

3/7/17

(date)

Address 510 South Marengo Avenue, Pasadena, California 91101-3115

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Form NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case

Date Filed

28-CA-194471

05/18/2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Desert Springs Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (street, city, state ZIP code) FordHarrison LLP 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	e. Employer Representative Tom Keim, Attorney at Law	f. Fax No.
		g. e-Mail tkeim@fordharrison.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Health Care	k. Number of workers at dispute location 1000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above Employer has interfered, restrained, and/or coerced its employees' rights under Section 7 of the Act by, including but not limited to: issuing an unlawful directive restricting where the union and employees can communicate; granting unlawful assistance to a decertification campaign; creating the impression of surveillance of union activity; unilaterally changing the union's access rights dealing with where and how the union is permitted to communicate with employees it represents; and by interfering with employee communications with their union.

By these and other acts the above Employer has restrained and coerced its employees in the exercise of rights guaranteed by Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107

4a. Address (street and number, city, state, and ZIP code) 2250 South Ranch Drive, Suite 165 Las Vegas, NV 89102-4456	4b. Tel. No. (702) 920-5900
	4c. Cell No.
	4d. Fax No. (702) 369-7818
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (626) 796-7555
		Office, if any, Cell No.
By: <u>Jonathan Cohen</u> <i>JCM</i> (signature of representative or person making charge)	Jonathan Cohen, Attorney at Law Print Name and Title	Fax No. (626) 577-0124
Address: Rothner, Segall, & Greenstone 510 South Marengo Ave, Pasadena, CA 91101-3115	Date: May 18, 2017	e-Mail jcohen@rsglabor.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

28-CA-194471

03-07-2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Desert Springs Hospital Medical Center

b. Tel. No. (702) 369-7736

c. Cell No.

f. Fax No. (702) 369-7818

d. Address (Street, city, state, and ZIP code)

2075 E. Flamingo Rd.
Las Vegas, NV 89119-5121

e. Employer Representative

Wayne Cassard
HR System Director

g. e-Mail

wayne.cassard@uhsinc.com

h. Number of workers employed
1,000

i. Type of Establishment (factory, mine, wholesaler, etc.)

Hospital

j. Identify principal product or service

Healthcare

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by engaging in unlawful surveillance of union activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code)

2250 S Rancho Dr Ste 165
Las Vegas, NV 89102-4456

4b. Tel. No. 702-920-5900

4c. Cell No.

4d. Fax No. 702-386-4883

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Jonathan Cohen

(Print/type name and title or office, if any)

Tel. No. (626) 796-7555

Office, if any, Cell No.

Fax No. (626) 577-0124

e-Mail

jcohen@rsglabor.com

Rothner, Segall & Greenstone

3/7/17

Address 510 South Marengo Avenue, Pasadena, California 91101-3115

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
28-CA-194790	March 14, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Desert Springs Hospital Medical Center		b. Tel. No. (702) 369-7736
		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd. Las Vegas, NV 89119-5121	e. Employer Representative Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by withdrawing recognition from the union when the union continued to have majority support, and by withdrawing recognition from the union without evidence that an uncoerced majority of employees in the bargaining unit no longer wished to be represented by the union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

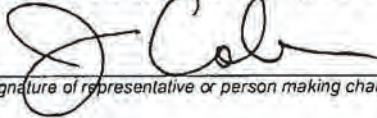
Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	4b. Tel. No. 702-920-5900
	4c. Cell No.
	4d. Fax No. 702-386-4883
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  (signature of representative or person making charge)	Jonathan Cohen (Print/type name and title or office, if any)	Tel. No. (626) 796-7555
		Office, if any, Cell No.
		Fax No. (626) 577-0124
		e-Mail jcohen@rsglabor.com
Rothner, Segall & Greenstone Address 510 South Marengo Avenue, Pasadena, California 91101-3115		3/14/17 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-195235

Date Filed
March 21, 2017

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Desert Springs Hospital Medical Center		b. Tel. No. (702) 369-7736
		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd. Las Vegas, NV 89119-5121	e. Employer Representative Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by withdrawing recognition from the union (technical bargaining unit) when the union continued to have majority support; and by withdrawing recognition from the union without evidence that an uncoerced majority of employees in the bargaining unit no longer wished to be represented by the union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

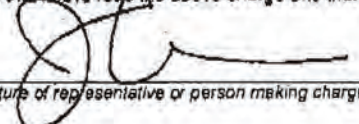
Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	4b. Tel. No. 702-920-5900
	4c. Cell No.
	4d. Fax No. 702-386-4883
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  Jonathan Cohen
(signature of representative or person making charge) (Print/type name and title or office, if any)

Rothner, Segall & Greenstone
Address 510 South Marengo Avenue, Pasadena, California 91101-3115 3/21/17 (date)

Tel. No. (626) 796-7555
Office, if any, Cell No.
Fax No. (626) 577-0124
e-Mail jcohen@rsglabor.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

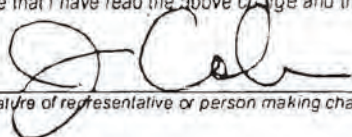
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 28-CA-197426	Date Filed April 24, 2017
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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Desert Springs Hospital Medical Center		b. Tel. No. (702) 369-7736	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd. Las Vegas, NV 89119-5121		e. Employer Representative Wayne Cassard HR System Director	
		f. Fax No. (702) 369-7818	
		g. e-Mail wayne.cassard@uhsinc.com	
		h. Number of workers employed 1,000	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital		j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by unilaterally changing bargaining unit members' wages, a mandatory subject of bargaining.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, Local 1107			
4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456		4b. Tel. No. 702-920-5900	
		4c. Cell No.	
		4d. Fax No. 702-386-4883	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  (signature of representative or person making charge)		Jonathan Cohen (Print/type name and title or office, if any)	
		Tel. No. (626) 796-7555	
		Office, if any, Cell No.	
		Fax No. (626) 577-0124	
		e-Mail jcohen@rsglabor.com	
Address Rothner, Segall & Greenstone 510 South Marengo Avenue, Pasadena, California 91101-3115		4/21/17 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-201519	June 28, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc.		b. Tel. No.
		c. Cell No.
d. Address (street, city, state ZIP code) 620 Shadow Lane, Las Vegas, NV 89106-4194	e. Employer Representative Wayne Cassard, HR Director	f. Fax No.
		g. e-Mail wayne.cassard@uhsinc.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Health Care	k. Number of workers at dispute location 1000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above named Employer coerced, interfered with, or restrained employees in the rights guaranteed under Section 7 of the Act by, among other acts, promising increased benefits if they did not support the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employee International Union Local 1107

4a. Address (street and number, city, state, and ZIP code) 2250 S Rancho Dr, Ste 165, Las Vegas, NV 89102-4456	4b. Tel. No.
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

By: 

Jonathan Cohen, Attorney at Law

Office, if any, Cell No.
626-796-7555

(signature of representative or person making charge)

Print Name and Title

Fax No.

Address: Rothner, Segall & Greenstone
510 South Marengo Ave, Pasadena, CA
91101

Date: June 28, 2017

e-Mail
jcohen@rsglabor.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-2007711133

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

28-CA-213783

January 26, 2018

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center

b. Tel. No.

(864) 699-1129

c. Cell No.

f. Fax No.

(864) 699-1101

g. e-Mail

tkeim@fordharrison.com

h. Number of workers employed

100

d. Address (Street, city, state, and ZIP code)

620 Shadow Lane
Las Vegas, NV 89106

e. Employer Representative

Thomas H. Keim, Jr.
100 Dunbar Street, Suite 300
Spartanburg, SC 29306

i. Type of Establishment (factory, mine, wholesaler, etc.)
Hospital

j. Identify principal product or service
health care

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the employer has failed and refused to bargain in good faith with the charging party, the exclusive collective bargaining agent for the employers food and beverage and housekeeping employees by unilaterally and without bargaining in good faith with the Union suspending the dues check off process for all bargaining unit employees.

By these and other acts the above-named Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local Joint Executive Board of Las Vegas

4a. Address (Street and number, city, state, and ZIP code)

1630 S. Commerce Street
Las Vegas, Nevada 89102

4b. Tel. No.

(702) 386-5107

4c. Cell No.

(510) 435-5416

4d. Fax No.

(702) 386-9848

4e. e-Mail

svarela@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief

Tel. No.

(702) 386-5107

By 
(Signature of representative or person making charge)

Sarah O. Varela, attorney

(Print type name and title or office, if any)

Office, if any, Cell No.
(510) 435-5416

Fax No.

(702) 386-9848

1630 S. Commerce Street
Las Vegas, Nevada 89102

11/26/2018

(date)

e-Mail

svarela@msh.law

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER


DO NOT WRITE IN THIS SPACE

Case
28-CA-234647

Date Filed
January 22, 2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129	
		c. Cell No.	
		f. Fax No. (864) 699-1101	
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106		e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	
		g. e-Mail tkeim@fordharrison.com	
		h. Number of workers employed 100	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital		j. Identify principal product or service Health Care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the six months preceding the filing of this charge, the Employer has violated the Act by disciplining and threatening to discipline a shop steward because of her protected union activities and by threatening and demanding that the shop steward remain silent while she acted as a "Weingarten" representative.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226			
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. 702-386-5107	
		4c. Cell No.	
		4d. Fax No. 702-386-9848	
		4e. e-Mail fbkowalczyk@msh.law	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u></u> F. Ben Kowalczyk, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. 415-597-7200	
		Office, if any, Cell No. C: 503-560-0108	
		Fax No. 415-597-7201	
		e-Mail fbkowalczyk@msh.law	
Address 595 Market Street, #800 San Francisco, CA 94105		1/22/18 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 28-CA-235104	Date Filed January 29, 2019
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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-Mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the Employer failed and refused to bargain in good faith with the Charging Party, which is the Section 9(a) representative of a unit of the Employer's employees by making unilateral changes including, but not limited to, the company's elimination of "stations."

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. 702-386-5107
	4c. Cell No.
	4d. Fax No. 702-386-9848
	4e. e-Mail fbkowalczyk@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By F. Ben Kowalczyk F. Ben Kowalczyk, Attorney
(signature of representative or person making charge) (Print/type name and title or office, if any)

Address 595 Market Street, #800 San Francisco, CA 94105

1/29/19
(date)

Tel. No. 415-597-7200
Office, if any, Cell No. C: 503-560-0108
Fax No. 415-597-7201
e-Mail fbkowalczyk@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-235516

Date Filed

February 4, 2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center

b. Tel. No. (864) 699-1129

c. Cell No.

f. Fax No. (864) 699-1101

d. Address (Street, city, state, and ZIP code)

620 Shadow Lane
Las Vegas, NV 89106

e. Employer Representative

Thomas H. Keim, Jr.
100 Dunbar Street, Suite 300
Spartanburg, SC 29306

g. e-Mail

tkeim@fordharrison.com

h. Number of workers employed
100

i. Type of Establishment (factory, mine, wholesaler, etc.)

Hospital

j. Identify principal product or service

Health Care

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the Employer has violated the Act by disciplining and threatening to discipline employees in response to protected union activities, by conducting surveillance of employees, and by violating employees' right to a "Weingarten" representative in disciplinary meetings.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code)

1630 S. Commerce Street
Las Vegas, NV 89102

4b. Tel. No. 702-386-5107

4c. Cell No.

4d. Fax No. 702-386-9848

4e. e-Mail

fbkowalczyk@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

F. Ben Kowalczyk, Attorney

(Print/type name and title or office, if any)

Tel. No. 415-597-7200

Office, if any, Cell No.
C: 503-560-0108

Fax No. 415-597-7201

e-Mail

fbkowalczyk@msh.law

Address 595 Market Street, #800 San Francisco, CA 94105

2/4/2019

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-236168

Date Filed
February 15, 2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-Mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the employer has discriminated against employees in order to discourage their support for the charging party, by terminating employee Tami Sambiano.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. 702-386-5107
	4c. Cell No.
	4d. Fax No. 702-386-9848
	4e. e-Mail fbkowalczyk@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By F. Ben Kowalczyk
(signature of representative or person making charge)

F. Ben Kowalczyk, Attorney
(Print/type name and title or office, if any)

Tel. No. 415-597-7200

Office, if any, Cell No.
C: 503-560-0108

Fax No. 415-597-7201

e-Mail
fbkowalczyk@msh.law

Address 595 Market Street, #800 San Francisco, CA 94105

2/15/19
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-236170

Date Filed
February 15, 2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-Mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the employer has discriminated against employees in order to discourage their support for the charging party, by terminating employee Tanisha Ruiz.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. 702-386-5107
	4c. Cell No.
	4d. Fax No. 702-386-9848
	4e. e-Mail fbkowalczyk@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By F. Ben Kowalczyk
(signature of representative or person making charge)

F. Ben Kowalczyk, Attorney
(Print/type name and title or office, if any)

Address 595 Market Street, #800 San Francisco, CA 94105

2/15/19
(date)

Tel. No. 415-597-7200

Office, if any, Cell No.
C: 503-560-0108

Fax No. 415-597-7201

e-Mail
fbkowalczyk@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-236171

Date Filed

February 15, 2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-Mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the six months preceding the filing of this charge, the employer has discriminated against employees in order to discourage their support for the charging party, by terminating employee Shirrill Smith.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226		
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. 702-386-5107
		4c. Cell No.
		4d. Fax No. 702-386-9848
		4e. e-Mail fbkowalczyk@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). UNITE HERE International Union		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>F. Ben Kowalczyk</u> F. Ben Kowalczyk, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. 415-597-7200
		Office, if any, Cell No. C: 503-560-0108
		Fax No. 415-597-7201
Address 595 Market Street, #800 San Francisco, CA 94105		e-Mail fbkowalczyk@msh.law
		2/15/19 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-238396	March 22, 2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (702)388-4000
		c. Cell No.
d. Address (street, city, state ZIP code) 620 Shadow Lane, Las Vegas, NV, 89106	e. Employer Representative Dana Thorne HR Director	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Las Vegas, Nevada
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Healthcare	k. Number of workers at dispute location ~100

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer has discharged or otherwise discriminated against employees because they filed charges or gave testimony under the National Labor Relations Act, by its actions, including, but not limited to, disciplining and discharging its employees, including, but not limited to, Shirrill Smith, because they filed charges or gave testimony under the National Labor Relations Act. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Shirrill Smith

4a. Address (street and number, city, state, and ZIP code)

1432 Chestnut St., Henderson, NV 89011

4b. Tel. No.

4c. Cell No.

(702)672-6322

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

By: Shirrill Smith
(signature of representative or person making charge)

Shirrill Smith, an Individual
Print Name and Title

Office, if any, Cell No.
(702)672-6322

Fax No.

Address: 1432 Chestnut St., Henderson, NV
89011

Date: 3-22-19

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

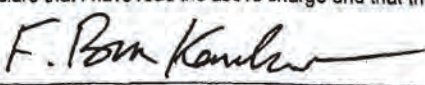
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 28-CA-240010	Date Filed April 15, 2019
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INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306
	g. e-Mail tkeim@fordharrison.com
	h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the six months preceding the filing of this charge, the employer has discriminated against employees in order to discourage their support for the charging party, by terminating employee Andrew Piatanza.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. 702-386-5107
	4c. Cell No.
	4d. Fax No. 702-386-9848
	4e. e-Mail fbkowalczyk@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	F. Ben Kowalczyk, Attorney (Print/type name and title or office, if any)
Tel. No. 415-597-7200	
Office, if any, Cell No. C: 503-560-0108	
Fax No. 415-597-7201	
e-Mail fbkowalczyk@msh.law	
Address 595 Market Street, #800 San Francisco, CA 94105	4/15/19 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

DO NOT WRITE IN THIS SPACECase
28-CA-252017Date Filed
11/19/2019**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-Mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months preceding the filing of this Charge, the Employer has discriminated against employees in order to discourage their support for charging party by harassing, surveilling, disciplining and finally terminating Patricia Porchia without just cause and in retaliation for Union activity.

By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights guaranteed by section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Local Joint Executive Board of Las Vegas

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (510) 435-5416
	4d. Fax No. (702) 386-9848
	4e. e-Mail svarela@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

Sarah Varela, Grievance Specialist

(Print/type name and title or office, if any)

1630 S. Commerce Street
Las Vegas, Nevada 89102

Address

11/19/2019

(date)

Tel. No.
(702) 386-5107Office, if any, Cell No.
(510) 435-5416Fax No.
(702) 386-9848e-Mail
svarela@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-252017

Date Filed

11/15/2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-Mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hotel-Casino	j. Identify principal product or service gaming, food service, accommodations	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months preceding the filing of this Charge, the Employer has failed and refused to bargain in good faith with the charging party, the exclusive bargaining agent for the Employer's dietary and EVS employees, by, among other things, discriminating against employee Patricia Porcira by threatening, interrogating, spying on and verbally abusing her because of her Union activities, and In order to discourage Union activities and membership.

By these and other acts the above-named Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Local Joint Executive Board of Las Vegas

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (510) 435-5416
	4d. Fax No. (702) 386-9848
	4e. e-Mail svarela@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  Sarah O. Varela, attorney
(signature of representative or person making charge) (Print/type name and title or office, if any)1630 S. Commerce Street
Las Vegas, Nevada 89102

Address

11/15/2019

(date)

Tel. No.
(415) 597-7200Office, if any, Cell No.
(510) 435-5416Fax No.
(415) 597-7201e-Mail
svarela@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-256493	Date Filed 2/14/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC
	g. e-mail tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months preceding the filing of this Charge, the Employer has unilaterally and materially changed terms and conditions of employment by informing Union representative Kenny Adamson that he could no longer access portions of the employer's property as required under Article 5.01(a) of the parties' collective bargaining agreement, frustrating employee access to their unit collective-bargaining representative.</p> <p>By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights guaranteed by section 7 of the Act.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union, Local 226</p>	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union</p>	
<p>6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Luke Dowling, Attorney for Charging Party (Signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>Address 595 Market Street, San Francisco, CA 94105 Date 02/14/2020</p>	
<p>Tel. No. (415) 597-7200</p> <p>Office, if any, Cell No. (818) 317-7961</p> <p>Fax No. (415) 597-7201</p> <p>e-mail ldowling@msh.law</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-263009	Date Filed 7/14/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129 c. Cell No. f. Fax No. (864) 699-1101 g. e-mail tkeim@fordharrison.com h. Number of workers employed 125
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC j. Identify principal product or service Medical care
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months preceding the filing of this Charge, the Employer has unilaterally and materially changed terms and conditions of employment by informing Union representative Kenny Adamson that he could no longer access the Employer's property as required under Article 5.01(a) of the parties' collective bargaining agreement, frustrating employee access to their unit collective-bargaining representative. By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights guaranteed by section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union, Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107 4c. Cell No. (818) 317-7961 4d. Fax No. (702) 386-9849 4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/Luke Dowling Luke Dowling, Attorney for Charging Party (signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. (415) 597-7200 Office, if any, Cell No. (818) 317-7961 Fax No. (415) 597-7201 e-mail ldowling@msh.law	
Address 595 Market Street, San Francisco, CA 94106 Date 07/14/2020	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
(Amended) **CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case
28-CA-272658Date Filed
February 12, 2021**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Ln. Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 123
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) **(3) and (5)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment A

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Luke Dowling, Attorney for Charging Party

(Print/type name and title or office, if any)

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law

Address 595 Market Street, Suite 800 San Francisco, CA 94105 Date 2/12/2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment A

During the last 6 months, the above-named Employer by its officers, agents and supervisors, has interfered with, restrained and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act, has discriminated against employees in regard to hire, tenure or other terms and conditions of employment because of their Union and other concerted activities, and has failed to bargain with the representative of its employees by, among other acts: 1) disciplining and discharging (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C); 2) informing (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) that it was futile to ask the Union for help with their discipline; and 3) unilaterally implementing new testing requirements, new work expectations and by making other unilateral changes in employee working conditions.

By the above and other acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-272658	Date Filed 2/10/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Ln. Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 123
		i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital
j. Identify principal product or service Medical Care		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the employer has discriminated against employees to discourage their support for the Charging Party by terminating (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because of their union activity.

By these and other acts the above-named Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Luke Dowling, Attorney for Charging Party

(Print/type name and title or office, if any)

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law

Address 595 Market Street, Suite 800 San Francisco, CA 94105

Date 2/10/2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-274618	Date Filed March 26, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (4), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See Attachment A for amended basis of charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Luke Dowling, Attorney for Charging Party

(Print/type name and title or office, if any)

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law

Address 595 Market Street Suite 800 San Francisco, CA 94105

Date 3/26/2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment A

Within the last six months, the Employer, through (b) (6), (b) (7)(C), has discriminated against employees in order to discourage their support for charging party by 1) asking employees to sign statements falsely alleging that known union supporters violated work rules, 2) retaliating against them when they refused to sign such statements by unilaterally changing their shift time and days off, and 3) trying to convince employees to leave the union. Additionally, the employer violated the Act by unilaterally changing an employee's shift time and day off against the employee's will and unilaterally ceasing contractually required meal payments. Finally, the Employer violated the Act, through (b) (6), (b) (7)(C) by instructing employees to stop discussing its failure to provide meal payments with each other.

The Employer also violated the Act by interrogating, verbally berating, and attempting to falsify a basis for discipline against an employee the day after the employee had testified in an NLRB proceeding in retaliation for testifying.

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

SECOND AMENDED

DO NOT WRITE IN THIS SPACE

Case

28-CA-274618

Date Filed

April 14, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106		g. e-mail tkeim@fordharrison.com
e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (4), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See Attachment A for amended basis of charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Luke Dowling, Attorney for Charging Party

(Print/type name and title or office, if any)

Tel. No.
(415) 597-7200**Office, if any, Cell No.**
(818) 317-7961**Fax No.**
(415) 597-7201**e-mail**
ldowling@msh.law

Address 595 Market Street Suite 800 San Francisco, CA 94105

Date April 14, 2021

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Attachment A

Within the last six months, the Employer, through (b) (6), (b) (7)(C), has discriminated against employees in order to discourage their support for charging party by 1) asking employees to sign statements falsely alleging that known union supporters violated work rules, 2) retaliating against them when they refused to sign such statements by unilaterally changing their shift time and days off and subjecting them to closer supervision, and 3) trying to convince employees to leave the union. Additionally, the employer violated the Act by unilaterally changing an employee's shift time and day off against the employee's will and unilaterally ceasing contractually required meal payments. Finally, the Employer violated the Act, through (b) (6), (b) (7)(C), by instructing employees to stop discussing its failure to provide meal payments with each other.

The Employer also violated the Act by interrogating, verbally berating, and attempting to falsify a basis for discipline against an employee the day after the employee had testified in an NLRB proceeding in retaliation for testifying. It also violated the Act by telling the employee not to talk to anyone about its investigation of the discipline.

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-274618	Date Filed 3/23/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
		i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital
j. Identify principal product or service Medical Care		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See Attachment A.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Luke Dowling, Attorney for Charging Party

(Print/type name and title or office, if any)

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law

Address 595 Market Street Suite 800 San Francisco, CA 94105

Date 3/23/2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment A

Within the last six months, the Employer, through (b) (6), (b) (7)(C), has discriminated against employees in order to discourage their support for charging party by 1) asking employees to sign statements falsely alleging that known union supporters violated work rules, 2) retaliating against them when they refused to sign such statements by unilaterally changing their shift time and days off, and 3) trying to convince employees to leave the union. Additionally, the employer violated the Act by unilaterally changing an employee's shift time and day off against the employee's will and unilaterally ceasing contractually required meal payments. Finally, the Employer violated the Act, through (b) (6), (b) (7)(C) by instructing employees to stop discussing its failure to provide ch other.

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

THIRD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-274618

Date Filed

September 9, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-Mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (4), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code)

1630 S. Commerce Street
Las Vegas, NV 89102

4b. Tel. No. (702) 386-5107

4c. Cell No. (818) 317-7961

4d. Fax No. (702) 386-9848

4e. e-Mail
ldowling@msh.law

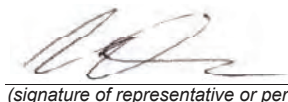
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

Luke Dowling Attorney for Charging Party

(Print/type name and title or office, if any)

Tel. No. (415) 597-7200

Office, if any, Cell No.
(818) 317-7961

Fax No. (415) 597-7201

e-Mail
ldowling@msh.law

Address 595 Market Street Suite 800 San Francisco, CA 94105

9/09/2021

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT

Within the last six months, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights by, among other act: (1) threatening employees with unspecified reprisals; (2) prohibiting employees from discussing terms and conditions of employment; (3) creating the impression of surveillance; and (4) threatening employees that union representation is futile.

Within the last six months, the Employer has discriminated against its employee (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) by changing (b) (6), (b) (7)(C) terms and conditions of employment, demoting (b) (6), (b) (7)(C), failing to pay (b) (6), (b) (7)(C) meal pay, and issuing (b) (6), (b) (7)(C) discipline because of (b) (6), (b) (7)(C) union or protected concerted activity, or in order to discourage such activity.

Within the last six months, the Employer has discriminated against its employee (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) by issuing or attempting to issue (b) (6), (b) (7)(C) discipline and more closely supervising (b) (6), (b) (7)(C) work because (b) (6), (b) (7)(C) provided testimony in Board proceedings.

Within the last six months, the Employer has failed and refused to bargain in good faith with the Union by engaging in direct dealing with unit employees; and soliciting grievances and promising benefits to unit employees during contract negotiations.

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-278258	September 27, 2021

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (street, city, state ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	f. Fax No. (864) 699-1101
		g. e-Mail tkeim@fordharrison.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Health Care	k. Number of workers at dispute location 100

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (*set forth a clear and concise statement of the facts constituting the alleged unfair labor practices*)

Within the six months preceding the filing of this charge, the Employer failed and refused to bargain in good faith with the Charging Party by making unilateral changes to, including but not limited to, the following: (1) the system for assigning work duties to bargaining unit members; and (2) procedures for employee use of keys to the Employer's facility.

By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights guaranteed by section 7 of the Act.

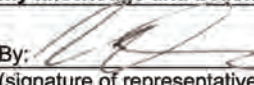
3. Full name of party filing charge (*if labor organization, give full name, including local name and number*)

Culinary Workers Union, Local 226

4a. Address (street and number, city, state, and ZIP code) 1630 South Commerce Street Las Vegas, NV 89102-2700	4b. Tel. No. (702) 386-5107
	4c. Cell No.
	4d. Fax No. (702) 386-9848
	4e. e-Mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (*to be filled in when charge is filed by a labor organization*)

UNITE HERE International Union

6a. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No. (415) 597-7200
By:  (signature of representative or person making charge)	Office, if any, Cell No. (818) 317-7961
Address: 595 Market Street, Suite 800 San Francisco, CA 94105	Fax No. (415) 597-7201
Date: 9/27/2021	e-Mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-278258

Date Filed

June 4, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the Employer failed and refused to bargain in good faith with the Charging Party by making unilateral changes including the implementation of a new system for assigning work duties to bargaining unit members.

By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights guaranteed by section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No.
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Luke Dowling, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law

Address 595 Market Street, Suite 800 San Francisco, CA 94105

Date 6/4/2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

28-CA-278356

October 6, 2021

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864)699-1129
		c. Cell No.
d. Address (street, city, state ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr., Esq.	f. Fax No. (864)699-1101
		g. e-Mail tkeim@fordharrison.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital/Medical Center	j. Principal Product or Service Medical Services/Healthcare	k. Number of workers at dispute location 602

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by disparaging the Union and creating the impression of surveillance.

Within the past six-months, the Employer has failed to bargain collectively and in good faith with the Union, by making unilateral changes, demanding unreasonable concessions from the Union, and undermining the Union as the collective-bargaining representative.

By these and other acts, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107

4a. Address (street and number, city, state, and ZIP code)2250 South Rancho Drive, Suite 165
Las Vegas, NV 89102-4456**4b. Tel. No.**

(702)920-5900

4c. Cell No.**4d. Fax No.**

(702)386-4883

4e. e-Mail**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(702)968-8087

Office, if any, Cell No.

(702)337-8097

By:

(signature of representative of person making charge)

Paul D. Cotsonis, Attorney

Print Name and Title

Fax No.

(702)968-8088

e-Mail

pcotsonis@theurbanlawfirm.com

Address: 4270 S. Decatur Blvd., Suite A-9, Las Vegas, NV 89103

Date: October 6, 2021

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

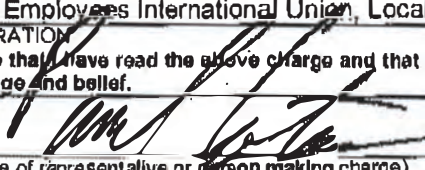
Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-278356	June 9, 2021

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864)699-1129
		c. Cell No.
d. Address (street, city, state ZIP code) 620 Shadow Lane, Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr., Esq.	f. Fax No. (864)699-1101
		g. e-Mail tkeim@fordharrison.com
		h. Dispute Location (City and State) Las Vegas, NV
i. Type of Establishment (factory, nursing home, hotel) Hospital/Medical Center	j. Principal Product or Service Medical Services/Healthcare	k. Number of workers at dispute location 602
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (2), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the past six months, the above-named employer has dominated or interfered with the formation or administration of a labor organization or contributed financial or other support to it, and has refused to bargain collectively with the representatives of its employees, by its actions, including, but not limited to, demanding unreasonable concessions from the Union in giving up all rights to access the property, disparaging the Union and implying to members of the bargaining unit that but for the Union the bargaining unit employees would be receiving an Interim Wage Increase, discouraging bargaining unit employees from joining the Union, encouraging bargaining unit employees to drop their membership in the Union, and handing out forms to bargaining unit employees for said employees to fill out dropping their membership in the Union. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, Local 1107		
4a. Address (street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102		4b. Tel. No. (702)920-5900
		4c. Cell No.
		4d. Fax No. (702)386-4883
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union, Local 1107		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (702)968-8087
By: 	Paul D. Cotsonis, Attorney	Office, if any, Cell No. (702)337-8097
(signature of representative or person making charge)	Print Name and Title	Fax No. (702)968-8088
Address: 4270 S. Decatur Blvd., Suite A-9, Las Vegas, NV 89103	Date: June 9, 2021	e-Mail pcotsonis@theurbanlawfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 28-CA-278417

Date Filed
June 10, 2021**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the Employer by its officers, agents, and supervisors, has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the Act and has discriminated against employees in regard to hire, tenure or other terms and conditions of their employment because of their Union and other concerted activities by terminating (b) (6), (b) (7)(C) in retaliation for testifying in a Board proceeding and for other acts protected by Section 7.

By the above and other acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights under the NLRA.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No.
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Luke Dowling, Attorney

(Print/type name and title or office, if any)

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law

Address 595 Market Street, Suite 800 San Francisco, CA 94105

Date 6/8/2021

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case **28-CA-280746**

Date Filed
July 30, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center

b. Tel. No. (864) 699-1129

c. Cell No.

d. Address (Street, city, state, and ZIP code)

620 Shadow Lane
Las Vegas, NV 89106

e. Employer Representative

Thomas H. Keim Jr.
100 Dunbar Street, Suite 300
Spartanburg, SC 29306

f. Fax No. (864) 699-1101

g. e-Mail

tkeim@fordharrison.com

h. Number of workers employed
~100

i. Type of Establishment (factory, mine, wholesaler, etc.)

Hospital

j. Identify principal product or service

Health Care

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six-months, the above-named Employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights and discriminated against its employee, (b) (6), (b) (7)(C) by (1) engaging in more closer supervision of (b) (6), (b) (7)(C) work; and (2) issuing (b) (6), (b) (7)(C) discipline because of (b) (6), (b) (7)(C) union or protected concerted activity or because of (b) (6), (b) (7)(C) participation in NLRB proceedings, or in order to discourage such activities.

By the above and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (signature)

(b) (6), (b) (7)(C) an Individual
(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.
See 4c.

Fax No.

e-Mail

See 4e.

Address See 4a.

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-283074	February 7, 2022

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864)699-1129	
d. Address (street, city, state ZIP code) 620 Shadow Lane Las Vegas, NV 89106		c. Cell No.	
		f. Fax No. (864)699-1101	
		g. e-Mail tkeim@fordharrison.com	
e. Employer Representative Thomas H. Keim Jr., Esq.		h. Dispute Location (City and State) Las Vegas, NV	
		k. Number of workers at dispute location 602	
i. Type of Establishment (factory, nursing home, hotel) Hospital/Medical Center		j. Principal Product or Service Medical Services/Healthcare	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>)			
<p>Within the past six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act and discriminated against its employees because of their union activities by permitting off-duty employees to solicit for decertification of the Union during working time while maintaining a policy prohibiting solicitation during working time.</p> <p>Within the past six-months, the Employer has failed to bargain collectively and in good faith with the Union and discriminated against its employees because of their union activities by unilaterally changing the terms and conditions of employment regarding Union access to the Employer's facility.</p> <p>Within the past six-months, the Employer has failed to bargain collectively and in good faith with the Union by undermining the Union as the collective-bargaining representative.</p> <p>By these and other acts, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act.</p>			
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) Service Employees International Union, Local 1107			
4a. Address (street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102-4456		4b. Tel. No. (702)920-5900	
		4c. Cell No.	
		4d. Fax No. (702)386-4883	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (702) 255-1718	
By:  (signature of representative or person making charge)		Office, if any, Cell No.	
		Fax No. (702) 255-0871	
Address: 7440 W Sahara Ave., Las Vegas, NV 89117		Date: 02/07/2022	
		e-Mail elj@cjmlv.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-283074	Date Filed September 15, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center	b. Tel. No. (702) 388-4000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Esq.
	g. e-mail tkeim@fordharrison.com
	h. Number of workers employed 602
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital / Medical Center	j. Identify principal product or service Medical Services / Healthcare
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)2; 8(a)3; 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has interfered with, restrained, and coerced employees in the bargaining unit represented by the charging party in the exercise of their rights protected by the Act. The Employers has unilaterally changed the terms and conditions for Union access to represent bargaining unit members under the terms of the CBA and past practices. Specifically, the Employer has denied the Union its contractual right to access to the premises under the guise of COVID-19 while allowing off duty employees access to the premises to solicit employee support for decertification of the charging party as the collective bargaining representative of employees of the bargaining unit.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, Local 1107</p>	
4a. Address (Street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102	4b. Tel. No. (702) 920-5900
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union, Local 1107</p>	
<p>6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>	
<p>Paul D. Cotsonis (Print/type name and title or office, if any)</p>	
<p>The Urban Law Firm Address 4270 S. Decatur Blvd., Ste. A-9, Las Vegas, NV 89103 Date 09/15/2021</p>	
<p>Tel. No. (702) 968-8087</p>	
<p>Office, if any, Cell No. (702) 337-8097</p>	
<p>Fax No. (702) 968-8088</p>	
<p>e-mail pcotsonis@theurbanlawfirm.com</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-283651	February 7, 2022

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864)699-1129	
		c. Cell No.	
d. Address (street, city, state ZIP code) 620 Shadow Lane Las Vegas, NV 89106		e. Employer Representative Thomas H. Keim Jr., Esq.	
		f. Fax No. (864)699-1101	
		g. e-Mail tkeim@fordharrison.com	
		h. Dispute Location (City and State) Las Vegas, NV	
i. Type of Establishment (factory, nursing home, hotel) Hospital/Medical Center		j. Principal Product or Service Medical Services/Healthcare	
		k. Number of workers at dispute location 602	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>)			
<p>Within the past six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act and failed to bargain collectively and in good faith with the Union by soliciting the decertification of the Union by directing employees to sign decertification cards being circulated.</p> <p>Within the past six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act and discriminated against its employees because of their union activities by permitting employees to solicit for decertification of the Union during working time, while maintaining a policy prohibiting solicitation during working time.</p> <p>Within the past six-months, the Employer has failed to bargain collectively and in good faith with the Union by unlawfully withdrawing recognition from the Union for the RN Unit at the Employer's facility.</p> <p>By these and other acts, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act.</p>			
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) Service Employees International Union, Local 1107			
4a. Address (street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102-4456		4b. Tel. No. (702)920-5900	
		4c. Cell No.	
		4d. Fax No. (702)386-4883	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (702) 255-1718	
By:  (signature of representative or person making charge)		Office, if any, Cell No.	
Evan L. James, Attorney Print Name and Title		Fax No. (702) 255-0871	
Address: 7440 W Sahara Ave., Las Vegas Date: 02/07/2022 Nevada, 89117		e-Mail elj@cjmlv.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-283651

Date Filed

9/28/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (702) 388-4000
		c. Cell No.
		f. Fax, No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Esq.	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 602
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital / Medical Center		j. Identify principal product or service Medical Services / Healthcare

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)1; 2; 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has unlawfully unilaterally withdrawn recognition of the charging party under the guise of verifying over 50% of the current bargaining unit RN's signed cards indicating they "No longer wish to be Represented by" the Union "for the purpose of collective bargaining with my employer" ("Drop Cards"). Even if the 50% assertion is true, these Drop Cards are tainted due to the Employers conduct outlined below:

(1) the Employer has been engaged in surface bargaining with the charging party for a successor agreement, see 28-CA-278356 Charge previously filed, specifically designed to drive down support for the charging party while passing out drop forms to bargaining unit members;

(2) the Employer has denied the charging party its contractual right to visit the premises under the guise of COVID-19 while allowing off-duty employees access to the property to solicit signatures for the Drop Cards ("Solicitors"), see 28-CA-283074 Charge previously filed;

(3) the Employer has allowed these Solicitors to approach bargaining unit employees who were on-the-clock, such as during huddles to sign the Drop Cards;

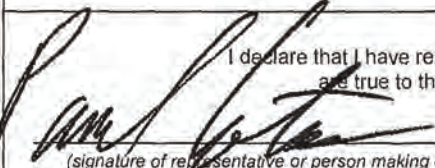
(4) the Employer has specifically directed bargaining unit employees to visit conference rooms to meet with the Solicitors wherein they were "pitched" into signing the Drop Cards; and

(5) the Employer has been urging employees to sign the Drop Cards.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102	4b. Tel. No. (702) 920-5900
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union, Local 1107

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (702) 968-8087
 (signature of representative or person making charge)	Paul D. Cotsonis (Print/type name and title or office, if any)	Office, if any, Cell No. (702) 337-8097
		Fax No. (702) 968-8088
		e-mail pcotsonis@theurbanlawfirm.com
The Urban Law Firm Address 4270 S. Decatur Blvd., Ste. A-9, Las Vegas, NV 89103 Date 09/28/2021		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-288293

Date Filed

12/29/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. Esq.	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 602
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital/Medical Center	j. Identify principal product or service Medical Services/Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)1; 8(a)5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above noted Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act, by giving pay increases to bargaining unit nursing employees without bargaining. The Employer has failed to bargain collectively and in good faith with the Union, by making these unilateral changes.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102	4b. Tel. No. (702) 920-5900
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union, Local 1107

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Paul D. Cotsonis

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
(702) 968-8087Office, if any, Cell No.
(702) 337-8097Fax No.
(702) 968-8088e-mail
pcotsonis@theurbanlawfirm.com

The Urban Law Firm

Address 4270 S. Decatur Blvd., Ste. A-9, Las Vegas, NV 89103

Date December 29, 2021

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-291529	2/28/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	f. Fax No.
		g. e-mail tkeim@fordharrison.com
		h. Number of Workers Employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify Principal Product or Service Healthcare	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of sections 8(a)(1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the previous six months, the above-named employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights by its actions, including, but not limited to the following:

Disciplining and harassing (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in union activities and/or protected concerted activities and in order to discourage those activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C), an individual

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

6. DECLARATION

and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C), an individual

(Print/type name and title or office, if any)

Date:

2/22/2022

Address: (b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

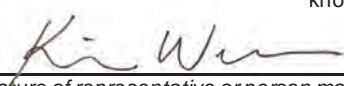
28-CA-295997

June 9, 2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (702)388-7841
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane, Las Vegas, NV 89106	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@uhsinc.com
		h. Number of Workers Employed 110
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify Principal Product or Service Healthcare	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment.		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226 a/w UNITE HERE International	
4a. Address (Street and number, city, state, and ZIP code) 1630 South Commerce Street, Las Vegas, NV 89102-2700	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. (702)384-0845
	4e. e-mail dwoolman@culinaryunion226.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	
Address: McCracken, Stemerman & Holsberry, LLP 475 14th Street, Suite 1200 Oakland, CA 94612	
Kimberley C. Weber, Attorney (Print/type name and title or office, if any) Date: 6/9/2022	
Tel. No. (415) 597-7200 Office, if any, Cell No. (617) 780-9055 Fax No. (415) 597-7201 e-mail kweber@msh.law	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Attachment to Unfair Labor Practice Charge

Basis of the Charge:

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to:

- Telling employees that the Union is the reason for conflict and separating employees from the Employer at the workplace;
- Telling employees that the Union and employees' union activities are the reason for the Employer's point system;
- Telling employees that the Union and employees' union activities are the reason for the length of breaks;
- Telling employees that there will be less conflict at work, an improved point system, and improved break times if employees decertify the Union;
- Promising wage increases to employees if they decertify the Union;
- Promising alternative retirement plans to employees if they decertify the Union;
- Promising employer-paid education to employees if they decertify the Union;
- Promising alternative health insurance if employees decertify the Union;
- Encouraging employees to report or identify pro-union solicitors and threatening pro-union workers with harassment complaints;
- Interrogating employees about their union activities;
- Telling employees that their working conditions and the CBA are in limbo because of the Union;
- Telling employees that everything is at square one because of the Union and employees' union activities;
- Telling employees that they will not receive a pay raise because of the Union and employees' union activities;

- Telling employees that there will be more flexibility with working conditions if they decertify the Union;
- Threatening employees with unspecified reprisals;
- Creating the impression that employees' union and protected concerted activities are under surveillance;
- Inviting employees to quit their employment;
- Promulgating and enforcing a rule that prohibits employees from engaging in protected concerted activities;
- Telling employees that they need to stop spreading rumors;
- Telling employees that the Employer wants to work directly with employees instead of through the Union;
- Encouraging employees to deal directly with the Employer;
- Telling employees that the Employer had to discharge an employee because of the Union;
- Holding employees captive during huddle meetings, smaller group meetings, and one-on-one meetings so the Employer can engage in conduct that coerces, interferes with, and restrains employees in their Section 7 rights; and
- Telling employees that captive meetings will continue until the situation is over.

During the past six months, the above-named employer has refused to bargain collectively with the representatives of its employees, by its actions, including, but not limited to: bypassing the Union and dealing directly with its employees in the unit and engaging in conduct designed to undermine employee support for, or cause their disaffection with, the Union.

By these and related acts, the above-named employer has violated the National Labor Relations Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-295997	Date Filed May 16, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer VALLEY HOSPITAL		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @uhsinc.com
		h. Number of workers employed 110
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and (a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last 6 months, the Employer has violated the act by interfering with employees' rights, including engaging in conduct designed to undermine employee support for, or cause their disaffection with, the union

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 South Commerce Street Las Vegas, NV 89102	4b. Tel. No. 702-385-2131
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Kimberley C. Weber, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemberman & Holsberry, LLP

Address 475 14th Street, Suite 1200 Oakland, CA 94612

Date 5/16/2022

Tel. No.
(415) 597-7200Office, if any, Cell No.
(617) 780-9055Fax No.
(415) 597-7201e-mail
kweber@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-298245	June 24, 2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.


1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane, Las Vegas, NV 89106	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@uhsinc.com
		h. Number of Workers Employed 110
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify Principal Product or Service Healthcare	

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226 a/w UNITE HERE International	
4a. Address (Street and number, city, state, and ZIP code) 1630 South Commerce Street, Las Vegas, NV 89102-2700	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. (702)384-0845
	4e. e-mail dwoolman@culinaryunion226.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	
Address: McCracken, Stemerman & Holsberry, LLP 475 14th Street, Suite 1200 Oakland, CA 94612	
Date: 6/24/2022	
Tel. No. (415) 597-7200	
Office, if any, Cell No. (617) 780-9055	
Fax No. (415) 597-7201	
e-mail kweber@msh.law	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Attachment to Unfair Labor Practice Charge

Basis of the Charge:

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to:

Undermining the collective-bargaining agreement, grievance procedure, and the Union by telling employees that the Employer, and not the Union, is the reason for employees' grievance settlements;

Posting flyers around its facility that promise employees improved benefits and working conditions if employees decertify the Union; and

By posting flyers around its facility, the Employer threatened employees that employees will have less success if they do not decertify the Union.

By these and related acts, the above-named employer has violated the National Labor Relations Act.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

28-CA-298680

Date Filed

June 29, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @uhsinc.com
		h. Number of workers employed 110
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last 6 months, the Employer violated the Act by offering more than ministerial assistance in a union decertification campaign.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226 a/w UNITE HERE International

4a. Address (Street and number, city, state, and ZIP code) 1630 South Commerce Street Las Vegas, NV 89102-2700	4b. Tel. No.
	4c. Cell No. 702-290-9542
	4d. Fax No. 702-384-0845
	4e. e-mail dwoolman@culinaryunion226.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Kimberley C. Weber, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemberman & Holsberry, LLP

Address 475 14th Street, Suite 1200 Oakland, CA 94612

Date 6/29/2022

Tel. No.
(415) 597-7200Office, if any, Cell No.
(617) 780-9055Fax No.
(415) 597-7201e-mail
kweber@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-299926	Date Filed July 21, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 100

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care
--	---

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment A

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No.
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Luke Dowling, Attorney

(Print/type name and title or office, if any)

McCracken, Stemerman & Holsberry, LLP
Address 475 14th Street, Suite 1200, Oakland, CA 94612

Date 07/21/2022

Tel. No.
(415) 597-7200

Office, if any, Cell No.
(818) 317-7961

Fax No.
(415) 597-7201

e-mail
ldowling@msh.law

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the six months preceding the filing of this charge, the Employer by its officers, agents, and supervisors, has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the Act and has discriminated against employees in regard to hire, tenure or other terms and conditions of their employment because of their Union and other concerted activities by changing the schedules, both days off and hours, of active Union committee members. Union committee members have also been targeted for discipline and have had their work performance subjected to closer scrutiny. Additionally, committee members have been surveilled by management during their lunch period.

By the above and other acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights under the NLRA.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

28-CA-300279

Date Filed

July 21, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this charge, the Employer by its officers, agents, and supervisors, has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the Act and has discriminated against employees in regard to hire, tenure or other terms and conditions of their employment because of their Union and other concerted activities by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6) Union activity and for other acts protected by Section 7.

By the above and other acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights under the NLRA.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No.
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Luke Dowling, Attorney

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law

(signature of representative or person making charge)

(Print/type name and title or office, if any)

475 14th Street, Suite 1200 Oakland, CA 94612

Address

Date 07/21/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-304759	Date Filed September 29, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
		i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital
j. Identify principal product or service Medical Care		

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer has interfered with, restrained, and coerced its employees in the exercise of their rights protected under Section 7 of the Act by, among other things: terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union sympathies or activities and in order to interfere with such activities.

By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-8948
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Luke Dowling, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemberman & Holsberry, LLP
Address 475 14th Street, Suite 1200 Oakland, CA 94612

Date 9/29/2022

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-305404	Date Filed October 11, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306
	g. e-mail tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named Employer has unilaterally and materially changed terms and conditions of employment by banning Union representative (b) (6), (b) (7)(C) and other Union representatives from its property despite the access provisions in the parties' collective-bargaining agreement, frustrating employees' access to their unit collective-bargaining representative.</p> <p>By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-8948
	4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION	
<p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Luke Dowling, Attorney</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p>	
<p>McCracken, Stemerman & Holsberry LLP</p> <p>Address 475 14th Street, Suite 1200 Oakland, CA 94612 Date 10/10/2022</p>	
<p>Tel. No. (415) 597-7200</p> <p>Office, if any, Cell No. (818) 317-7961</p> <p>Fax No. (415) 597-7201</p> <p>e-mail ldowling@msh.law</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-305408	Date Filed October 11, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306
	g. e-mail tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named Employer has interfered with, restrained, and coerced its employees in the exercise of their rights protected under Section 7 of the Act by, among other things: subjecting (b) (6), (b) (7)(C) to closer supervision and enforcing fabricated work rules against (b) (6) because of (b) (6) union sympathies or activities and in order to interfere with such activities.</p> <p>By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-8948
	4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION	
<p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Luke Dowling, Attorney</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p>	
<p>McCracken, Stemerman & Holsberry LLP</p> <p>Address 475 14th Street, Suite 1200 Oakland, CA 94612 Date 10/10/2022</p>	
<p>Tel. No. (415) 597-7200</p> <p>Office, if any, Cell No. (818) 317-7961</p> <p>Fax No. (415) 597-7201</p> <p>e-mail ldowling@msh.law</p>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

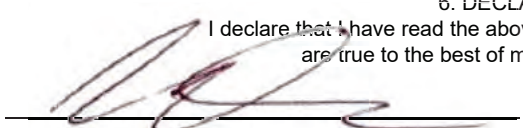
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-306818	Date Filed October 31, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306
	g. e-mail tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named Employer has unilaterally changed terms and conditions of employment by altering its call-in policies without bargaining with the Union.</p> <p>By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-8948
	4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION	
<p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Luke Dowling, Attorney</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p>	
<p>McCracken, Stemerman & Holsberry LLP</p> <p>Address 475 14th Street, Suite 1200, Oakland, CA 94612 Date 10/31/2022</p>	
<p>Tel. No. (415) 597-7200</p> <p>Office, if any, Cell No. (818) 317-7961</p> <p>Fax No. (415) 597-7201</p> <p>e-mail ldowling@msh.law</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-306941	Date Filed October 31, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer has interfered with, restrained, and coerced its employees in the exercise of their rights protected under Section 7 of the Act, by among other things: issuing a final written warning to (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union sympathies or activities and in order to interfere with such activities.

By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-8948
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Luke Dowling, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemberman & Holsberry LLP
Address 475 14th Street, Suite 1200, Oakland, CA 94612

Date 10/31/2022

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

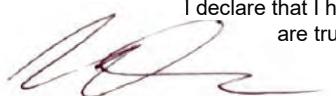
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-307711	Date Filed November 17, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306
	g. e-mail tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the above-named Employer has interfered with, restrained, and coerced its employees in the exercise of their rights protected under Section 7 of the Act, by among other things: terminating (b) (6), (b) (7) because of (b) union sympathies or activities and in order to interfere with such activities.</p> <p>By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-8948
	4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Luke Dowling, Attorney</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>McCracken, Stemerman & Holsberry, LLP</p> <p>Address 475 14th Street, Suite 1200, Oakland, CA 94612 Date 11/17/2022</p>	
Tel. No. (415) 597-7200	
Office, if any, Cell No. (818) 317-7961	
Fax No. (415) 597-7201	
e-mail ldowling@msh.law	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

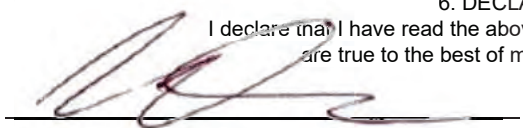
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-309308	Date Filed December 16, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC
	g. e-mail tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months preceding the filing of this Charge, the Employer has unilaterally and materially changed terms and conditions of employment by informing Union representative (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) could no longer access portions of the employer's property as required under Article 5.01(a) of the parties' collective bargaining agreement, frustrating employee access to their unit collective-bargaining representative.</p> <p>By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union, Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION	
 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Luke Dowling, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)	Tel. No. (415) 597-7200 Office, if any, Cell No. (818) 317-7961 Fax No. (415) 597-7201 e-mail ldowling@msh.law
McCracken, Stemerman & Holsberry, LLP Address 475 14th Street, Suite 1200 Oakland, CA 94611	Date 12/16/2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

28-CA-310265

Date Filed

January 9, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months preceding the filing of this Charge, the Employer has interfered with, restrained, and coerced employees in the exercise of their rights protected under Section 7 of the Act by, among other things: telling (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) would no longer receive meal vouchers when working overtime because of (b) (6), (b) (7)(C) union sympathies or activities and in order to interfere with such activities.

By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Luke Dowling, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemberman & Holsberry, LLP
Address 475 14th Street, Suite 1200 Oakland CA 94611

Date 12/16/2022

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-310265	January 20, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months preceding the filing of this Charge, the Employer has interfered with, restrained, and coerced employees in the exercise of their rights protected under Section 7 of the Act by, among other things: telling (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) would no longer receive meal vouchers when working overtime because of (b) (6), (b) (7)(C) union sympathies or activities and in order to interfere with such activities.

By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Luke Dowling, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemberman & Holsberry, LLP
Address 475 14th Street, Suite 1200 Oakland CA 94611

Date 01/09/2023

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case **28-CA-310400**Date Filed
January 10, 2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months preceding the filing of this Charge, the Employer has unilaterally and materially changed terms and conditions of employment by prohibiting the union from posting information on the union's bulletin board and/or instituting a pre-review process for posting on the union bulletin board.

By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Luke Dowling, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

McCracken, Stemerma & Holsberry, LLP
Address 475 14th Street, Suite 1200 Oakland CA 94611Date 01/10/2023Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-310864	Date Filed January 13, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC
	g. e-mail Tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the six months preceding the filing of this Charge, the Employer has interfered with, restrained, and coerced employees in the exercise of their rights protected under Section 7 of the Act by, among other things: unilaterally changing (b) (6), (b) (7)(C) bidden station and preventing other employees from helping (b) (6) do (b) (6) work tasks because of (b) (6) Union activities and in order to interfere with such activities.</p> <p>By these and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their rights.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>Culinary Workers Union, Local 226</p>	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>UNITE HERE International Union</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Luke Dowling, Attorney</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>McCracken, Stemberman & Holsberry, LLP</p> <p>Address 475 14th Street, Suite 1200 Oakland CA 94611 Date 01/13/2023</p>	
<p>Tel. No. (415) 597-7200</p> <p>Office, if any, Cell No. (818) 317-7961</p> <p>Fax No. (415) 597-7201</p> <p>e-mail ldowling@msh.law</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-313756	Date Filed 3/2/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the six months preceding the filing of this Charge, the above-named Employer has unilaterally and material changed terms and conditions of employment by restricting Union representatives to a single table in the cafeteria in violation of Article 5.01(a) of the parties' collective bargaining agreement, frustrating employees access to their collective-bargaining representative. The Employer also has interfered with, restrained, and coerced its employees in the exercise of their rights protected under Section 7 of the Act by, among other things: surveilling employees as they meet with Union representatives at that table.

By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Culinary Workers Union, Local 226

4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Luke Dowling, Attorney

(Print/type name and title or office, if any)

McCracken, Stemberman & Holsberry, LLP
Address 475 14th Street, Suite 1200 Oakland CA 94611

Date 03/02/2023

Tel. No.
(415) 597-7200Office, if any, Cell No.
(818) 317-7961Fax No.
(415) 597-7201e-mail
ldowling@msh.law**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-313768	Date Filed 3/2/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center	b. Tel. No. (864) 699-1129
	c. Cell No.
	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC
	g. e-mail Tkeim@fordharrison.com
	h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the six months preceding the filing of this Charge, the above-named Employer has unilaterally and material changed terms and conditions of employment by barring Union representative (b) (6), (b) (7)(C) from its facility in violation of Article 5.01(a) of the parties' collective bargaining agreement, frustrating employees access to their collective-bargaining representative. The Employer also has interfered with, restrained, and coerced its employees in the exercise of their rights protected under Section 7 of the Act by, among other things: surveilling (b) (6), (b) (7)(C) as (b) (6) meets with employees. By the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union, Local 226	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102	4b. Tel. No. (702) 386-5107
	4c. Cell No. (818) 317-7961
	4d. Fax No. (702) 386-9848
	4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Luke Dowling, Attorney (Print/type name and title or office, if any) McCracken, Stemberman & Holsberry, LLP Address 475 14th Street, Suite 1200 Oakland CA 94611 Date 03/02/2023	
Tel. No. (415) 597-7200	
Office, if any, Cell No. (818) 317-7961	
Fax No. (415) 597-7201	
e-mail ldowling@msh.law	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(2-18)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-316338

Date Filed

April 7, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer VALLEY HOSPITAL MEDICAL CENTER, INC., d/b/a VALLEY HOSPITAL MEDICAL CENTER	b. Tel. No. 702-383-4000
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
	g. e-mail
	h. Number of workers employed 2,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute Care Hospital	j. Identify principal product or service Medical Care

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months, the above-named Employer by its officers, agents and supervisors has interfered with, restrained and coerced employees in the exercise of their Section 7 rights and has discriminated against employees in regard to their hire, tenure or other terms and conditions of employment, by among other actions: 1) on about (b) (6), (b) (7)(C) 2023 suspending employee (b) (6), (b) (7)(C) and 2) on about (b) (6), (b) (7)(C) 2023 discharging employee (b) (6), (b) (7)(C) both in retaliation for (b) (6), (b) (7)(C) Union and other protected concerted activities. By the above and other acts the Employer has been interfering with, restraining and coercing employees in the exercise of their Section 7 rights under the National Labor Relations Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N/A

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an individual

or person making charge)

(Print/type name and title or office, if any)

Tel. No.

See 4b

Office, if any, Cell No.

Fax No.

e-mail

See 4e

Address See 4a

Date

April 7, 2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT 1-3292711511

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.